

STRATEGY AND PARTNERSHIPS SCRUTINY COMMITTEE 17 JANUARY 2013

EQUALITY POLICY 2012-17: ANNUAL UPDATE

Report by the Research and Major Programmes Unit Manager

1. Summary

1.1. This report sets out the Council's progress in the first year of the [Equality Policy 2012-2017](#). The Council is required to set specific, measurable equality objectives, and publish them. The Council has to report at least annually on its progress towards its objectives. It must also regularly provide information about actual and potential service users. The equality objectives themselves must be revised at least every four years.

2. Objectives and Actions

2.1. In the Equality Policy, the Council set out four objectives, and for each one set out priority actions for the year intended to meet them. The objectives are:

- **Objective 1:** Understanding the needs of individuals and communities
- **Objective 2:** Providing accessible, local and personalised services
- **Objective 3:** Supporting thriving and cohesive communities
- **Objective 4:** Promoting a culture of fairness in employment and service delivery.

3. Performance

3.1. There are 27 priority actions set out in the 'Equality Policy'. Completed actions are scored below as 'achieved'. Actions that are in progress with no cause for concern are scored as 'on-going', as are actions relating to new ways of carrying out the Council's functions to meet the objectives.

- **Objective 1:** 5 actions – 4 achieved, 1 on-going
- **Objective 2:** 10 actions – 5 achieved, 5 on-going
- **Objective 3:** 5 actions – 4 on-going, 1 replaced
- The action that was replaced referred to developing and promoting the Mantra service for reporting hate crime. This service has since been replaced by a hate crime reporting system run by Stop Hate UK, funded by Thames Valley Police and the five district councils.
- **Objective 4:** 7 Actions – 2 achieved, 5 on-going

4. Census update

4.1. The full report concludes with a short appendix highlighting relevant data from the 2011 Census.

5. Next steps

5.1. New priority actions for the objectives will be agreed with the council's directorates for the next financial year in April 2013, and a report on the council's progress against them will be produced in the following March. This will allow the Council and its directorates to synchronise the equality actions within its regular performance reporting cycle.

5.2. In the April release, there will be an examination of how the data the Council holds on its service users tallies with the new census results. Again, this will enable the annual statutory reporting obligation to be in step with the Council's own performance reporting cycle.

6. Conclusion

6.1. There are no material concerns about the Council's performance in line with meeting its objectives set out in the 'Equality Policy'.

6.2. The Strategy and Partnerships Scrutiny Committee are asked to note the report and the adjustment of the reporting timetable for the 'Equality Policy' as described in the 'Next Steps' section above.

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